

EXHIBIT 4

EXCERPTS FROM DEFENDANTS'
2025 DEPOSITION OF ROGER DALE PARKER

1 A. I'm assuming -- I mean, I really don't
2 know. I honestly don't know. Because when I left
3 the farm -- she left the farm last, and I really
4 don't know what was left or what was not left.

5 Q. Okay. Have you saved -- since you filed
6 your lawsuit, have you saved all documents you
7 believe are relevant to the claims in this case?

8 A. To my knowledge, yes.

9 Q. Okay. Is it your understanding that you
10 have an obligation to save all documents that are
11 relevant to this case?

12 A. Yes, ma'am.

13 Q. Okay. We went over your Poultry
14 Producer Agreements with Perdue last time. And I
15 will show you those again here shortly. But just to
16 clarify, do you recall when the first date was when
17 you first signed a Poultry Producer Agreement with
18 Perdue?

19 A. I know -- I think 2006, if I am -- if I
20 remember right, it's 2006.

21 Q. And which location was that in
22 connection with?

23 A. The Hillsboro farm was purchased before
24 the other farm, so that's what I'm thinking, it was
25 2006.

1 Q. And then you were a grower with ConAgra
2 for five or six years. Is that right?

3 A. Yes, ma'am.

4 Q. How many flocks did you accept when you
5 were with ConAgra?

6 A. Like per year? Per --

7 Q. Per year.

8 A. Usually five to six, sometimes seven.

9 Q. Do you recall how you were compensated
10 when you were a grower with ConAgra?

11 A. I believe, given a check.

12 Q. Was it based on bird weight? Or do you
13 recall what the basis for your check was?

14 A. So much per pound is my understanding.

15 Q. Did it work similar to your compensation
16 with Perdue?

17 A. No, ma'am.

18 Q. Okay. How was it different?

19 A. Well, with the tournament system
20 everything is different. I don't remember ever
21 being pitted against anyone else to grow with them.

22 And with the system that Perdue has
23 you're given baby birds, sometimes from an old hen
24 to a young hen, and that's a big difference on how
25 they perform.

1 You're given different type birds that
2 you don't know what you're growing. Some like air,
3 some don't like air. All these factors are going to
4 come into how you grow.

5 Sometimes you're given more feed. You
6 have got three types of feed, starter, finisher and
7 grower. And sometimes if you're given -- because I
8 had two farms I could know how much feed of each one
9 was given. Sometimes you would get better feed,
10 because you would get more of the better feed than
11 other times.

12 And then you were -- as you grew and the
13 birds got larger you then -- you know, it was
14 similar about the catch times and stuff like that
15 was, you know, almost the same, but the rest of it
16 was a good bit different.

17 Q. Okay. So my question was, were you
18 compensated similarly, and your answer is "No." Is
19 that right?

20 A. Yes, ma'am.

21 Q. Did you operate as an independent
22 contractor grower with ConAgra?

23 A. I had a contract with ConAgra. I didn't
24 feel -- you know, I don't really know how to answer
25 that. But I had a contract.

1 Q. Did you believe you found out things
2 were going to be different immediately when you
3 became a grower with Perdue?

4 MS. VAUGHN: Objection to form, vague.

5 THE WITNESS: Immediately. It happened
6 pretty fast, yeah.

7 BY MS. SANTEN:

8 Q. Okay. When do you first feel like
9 things were different with Perdue?

10 A. Well, let's see. Let's take the first
11 growout, I remember going through -- having a lot
12 more, do this, do that, don't do this, type things.

13 I could use very -- seemingly, very
14 little of my past experience coming over to growing
15 for them. The houses, themselves, had computers.
16 And pretty much they controlled everything inside
17 the computer as far as everything it operated. They
18 had guidelines for everything.

19 Q. So fair to say in 2006 you felt as
20 though things were working differently with Perdue
21 and you were subjected to much more control. Is
22 that right?

23 MS. VAUGHN: Object to form.

24 THE WITNESS: Well, yeah. The houses
25 itself, with computers, made it in their control,

1 Let's start at the beginning.

2 A. It would be similar to Monday.

3 Q. Okay. When would you wake up and when
4 would you start?

5 A. Same time.

6 Q. All right. What would you do?

7 A. Same. I would go to the chicken houses.
8 It's redundant. I mean --

9 Q. Well, talk me through it.

10 A. It's every day, the same thing.

11 Q. So you would go to the chicken houses.
12 What would you do?

13 A. Whatever the field man had laid out for
14 us to do.

15 Q. Which would include things like what?

16 A. Picking up the birds, whatever they --
17 you know, when they came they would give us -- they
18 were over everything we did. I mean, there was
19 nothing we did --

20 Q. I'm asking what you did. What you did,
21 was it all related to walking the chicken houses,
22 checking on the chickens?

23 A. No. It's all related to what Perdue
24 wants done.

25 Q. I'm asking, was it related to the

1 chicken houses? Were you walking the chicken houses
2 and performing maintenance work regarding the
3 chicken houses when you were walking them?

4 A. Not when I was walking them, no.

5 Q. What were you doing when you were
6 walking the chicken houses?

7 A. Picking up dead chickens.

8 Q. Okay. So you would walk them. On a
9 Tuesday would you walk them four times?

10 A. You walk them every day.

11 Q. Okay. And then what would you do after
12 you would walk the chicken houses on a Tuesday?

13 A. You would go back and look at -- you
14 look at your list every day and see what they have
15 left you. Sometimes they would come during the
16 night, when you're not there, and leave another
17 list.

18 Q. But what sorts of things would you do on
19 a Tuesday after you would walk the chicken houses?

20 A. Okay. You had -- you had ten 52-inch
21 fans you had to keep running. You had side fans
22 that had to run. You had vent machines that opened
23 on the side of the house that were 500-foot long,
24 you had to keep cabling on those and ropes going to
25 them that wore out.

1 You have overhead cables that held the
2 feed lines that broke. You're continually having to
3 replace those that break.

4 You have ziggity -- you have nipples
5 that -- because my houses had age on them, the
6 drinkers had to -- I had to put new ones in if one
7 is leaking somehow.

8 Q. So is this maintenance -- maintenance
9 work on the chicken houses?

10 A. Yes. That's what we are talking about,
11 yeah. And then --

12 Q. And then would you take lunch?

13 A. And then -- I mean, we are way -- a long
14 way from all we had to do in the chicken house,
15 though. I mean, you had overhead belts, they
16 control the vent machines, that break.

17 You have got the curtains that hold the
18 vent machines up that come loose.

19 You have got the doors that hold the
20 cool cells. You have got those that the ropes would
21 break on those.

22 Cool cells, themselves, had to be taken
23 out and cleaned. And we are talking 80-foot-long
24 cool cells on both sides had to be totally taken
25 out, washed down and put back in.

1 I'm trying to think of what else we were
2 doing. Oh. The control rooms had to be cleaned on
3 a daily basis. The field --

4 Q. Was that maintenance work regarding the
5 chicken houses?

6 A. Yes. The field man would make you do
7 that.

8 You had to climb the feed bins every day
9 to make sure that you had adequate feed for those
10 houses. There again --

11 Q. Is it your testimony that you would get
12 a list every single day of what you had to do on the
13 chicken houses?

14 A. We would get one to two a week that
15 would pretty much cover everything we had to do or
16 could do, even.

17 Q. What would that list look like?

18 A. I don't know. Perdue would make the
19 list and it would be left.

20 Q. What would the list -- what would the
21 name of the list say?

22 A. I don't -- I don't remember what they
23 put on it, honestly.

24 Q. And what, exactly, would it have on it?

25 A. It would just have stuff that we were

1 THE WITNESS: Now, they -- they didn't
2 say: Come in at 8 and leave at 8. They didn't say
3 that, but you had to.

4 BY MS. SANTEN:

5 Q. Okay. So on a Tuesday what would you do
6 in the afternoon?

7 A. Well, like I said, I tried to finish
8 what I -- maintenance that I had to do or whatever
9 needed done.

10 Sometimes you had -- you would have
11 times where there was chickens that were sick. And
12 I have had that quite a few times. They quit giving
13 them any antibiotics and all of a sudden we are --
14 you know, we are having sick chickens a lot and we
15 had a lot of dead. And they make us cull -- those
16 that are not dead, basically you had to pull their
17 heads off. And that was their right way of doing
18 it, they said. The only way we could do it was
19 their way.

20 And you had to -- you know, to cull them
21 that way. And that was the hardest part because
22 they were alive.

23 But then you -- if they were ever out of
24 feed and they brought feed back for any amount of
25 time -- one day I was out feed two days, and when

1 they come back they claw each other's back trying to
2 get to the feed, and then you have got real diseases
3 in there. And you're picking up thousands. I'm
4 talking bucket loads. Because there's 30,000 you
5 would -- well, later went to 24, 25,000, but we
6 started with 30,000 to the house.

7 And you're picking up, you know,
8 thousands a day and you can't -- it's hard to keep
9 up with, as far as what you do like here and here
10 and here on a daily basis, because the chickens
11 declare what you have to do, versus -- and Perdue
12 declares, because they tell you, you can't just
13 leave the dead on the floor. You know, you have got
14 to do what they say.

15 Q. But your job was looking after the
16 chickens. Right?

17 A. Yeah, that's one of them.

18 Q. What was another job?

19 A. All the maintenance.

20 Q. But that was regarding the chicken
21 houses too. Right?

22 A. Yeah, yeah. Yeah. But I mean, as far
23 as looking at the chickens versus -- and growing
24 them versus the maintenance, it's like -- I guess
25 it's the same but it's a little bit different.

1 you would have to patch the hole. I have had to put
2 whole new feed bins in before. And I have done that
3 myself.

4 Q. When you say "yardwork," is that what
5 you were talking about earlier?

6 A. Mowing, weed eating, yeah.

7 Just everything in the chicken -- I
8 mean, even the slide doors up front, I have had to
9 rebuild those before so they would open. They would
10 come off track. They would get rusted up.

11 Q. So a lot of maintenance work related to
12 upkeep of the chicken houses?

13 A. Yeah. The house, 40 by 500 foot times
14 6, you know, that's -- it's just a lot of work.

15 Q. Now, during a catch week what would you
16 all be doing?

17 A. Well, you had to -- well, it was
18 according to what Perdue required. Sometimes you --
19 they had a -- they had a system set and then they
20 controlled it. Sometimes you could crust, which is
21 taking out the litter, and sometimes you had to
22 windrow. W-I-N-D-R-O-W.

23 Windrow means that you go down and take
24 the chicken litter and pile it up in a pile, and
25 come back the other side and make one big pile of

1 it. It has to go through a heat for a couple of
2 days. And then after it goes through a heat it's
3 supposed to kill the darkling (correct spelling)
4 beetles. And then you have to spread -- level out
5 all that litter back into the house, perfectly level
6 to where your, you know, feed lines will be all the
7 same on top of it.

8 Then you have to wash those pans that I
9 told you about. There is -- I think there is 500.
10 And then you have got boxes that are four foot by
11 four foot, they call them lids, but they are
12 pasteboard about this high (indicating). You have
13 to go get those from Perdue. And you put those in
14 the house. I think there is -- I think twelve, if I
15 remember right, in each house. And if you wash --
16 you wash and dry those pans. You put them under the
17 feed lines, let the feed -- you have to let the feed
18 lines back down out of the roof. And you put out
19 those boxes. And each box has to be filled up by
20 hand.

21 And then we -- we would always let the
22 feed lines actually run and feed the other small
23 pans as much as we could. But we still had to
24 hand-feed those pans also.

25 Q. So were you cleaning the feed lines so

1 they were clean for the birds, or were you cleaning
2 the pans?

3 A. We were cleaning the pans.

4 Q. Okay. And that's --

5 A. We had to blow out the entire house too,
6 I didn't say that, with air. It was -- it's in our
7 contract.

8 Q. So when you're cleaning the pans for the
9 birds, are those pans that the birds drink out of?

10 A. No, ma'am. No. It's what they eat out
11 of.

12 Q. Eat out of. Okay. So you're cleaning
13 the pans that the birds eat out of. You windrow
14 which, in essence, involves killing the beetles?

15 A. The darkling beetles.

16 Q. Darkling beetles, in litter that will go
17 back in the chicken house. Right?

18 A. Exactly.

19 Q. So that's to prevent the chickens from
20 having litter with beetles?

21 A. Well, it's from -- it really does away
22 with the moisture too. It does away with the heat.
23 It goes through a heat and burns all the -- you have
24 to -- you actually have to run heat, keep your
25 chicken houses at 90 degrees winter and summer,

1 working during catch week?

2 A. Oh. In catch week? That's a whole
3 different story. Well, I worked two days in a row
4 solid because it took them two days to catch my six
5 houses. I would start that morning preparing.
6 There again, when I say they -- Perdue controls
7 every facet of that. They give you when you start
8 the catch time and when you have got to raise your
9 feed time, when you're supposed to cut off your feed
10 time. And you have got to have that done before the
11 first trailer gets there for them to start loading.
12 It usually started around 3:00 because the birds eat
13 out the feed when you cut them -- when you cut the
14 feed off, the bird then eats out the feed that's in
15 the pan so you're not raising feed up in the air.
16 And you then have to clear -- clear out what's in
17 the tubes and in the lines by cutting off the feed
18 bin, the big feed bin outside so you can run all
19 that feed out and give them a chance to eat that
20 before you raise it up.

21 And then you want to raise your -- they
22 have raised feed, which you raise your feed about
23 knee high. That's the raise feed time. But you
24 couldn't raise it all the way to the ceiling,
25 because if you raise it higher than knee high your

1 chickens will no longer drink water. They just lay
2 down.

3 So you leave your water lines down and
4 your feed lines knee high. And then you -- then
5 they have -- you see the whites of the eyes of the
6 catcher's coming, that's when you put your feed
7 lines in the ceiling. You cut your waters off and
8 give them a little while -- chickens a little while
9 to drink the waters, and then you put your water
10 lines in the ceiling.

11 And then you have to pick up all those
12 divider walls that you have put down between the
13 birds to keep them separated. You have to pick
14 those up.

15 And then the catchers, you open a door
16 and the catchers come in and they start catching.
17 And after that starts, around 3:00, you know, they
18 will catch three houses, usually three and a half
19 the first night. And then they finish that -- they
20 finish up usually about 7, 8:00. You might get an
21 hour or two sleep, but then the next catch time
22 starts, raise feed time starts and all that for the
23 next day.

24 Q. So real fast, you mentioned so you will
25 start at 3 a.m. And Perdue gives you a list of what

1 mean, I didn't really -- because I 1099'd them and
2 they did their thing, you know?

3 Q. Tell me how you were compensated as a
4 grower. How did that work?

5 A. I was compensated as a grower? A lot of
6 factors in the money you make, if that's what you're
7 asking.

8 Q. Yeah. So it was a tournament system, so
9 what factors impacted the money you made?

10 A. Oh, Lord. That controlled everything.
11 That controlled the baby birds that you got. I
12 mean, if you got baby birds -- just say you have got
13 a young flock of hens that are laying these eggs and
14 then an older flock that had been there and
15 seasoned, the older flock, those baby chickens would
16 produce a lot better than the younger flock so
17 they -- you know, even getting the birds you get
18 different -- in other words, even though it's
19 competition, you're at battle with each other, you
20 know, I guess. And it goes through -- all the way
21 through everything that's controlled inside the
22 house to -- there is -- there is no end.

23 Like I said, if I get more -- better
24 feed, you know, in one house than I do another farm,
25 that throws the competition off. But you're paid by

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1 that -- you know, competition system.

2 Q. So are you paid by bird weight?

3 A. You're paid by bird weight. But you get
4 money taken away from you because of the
5 competition.

6 Q. So if you have more houses, you can make
7 more money. Right?

8 MS. VAUGHN: Objection to form.

9 THE WITNESS: Not necessarily.

10 BY MS. SANTEN:

11 Q. Would you agree that in Milledgeville
12 you had six houses and you viewed that as a way to
13 make more money?

14 A. I looked at that initially as a way to
15 make -- to do better, yeah, because I was -- I
16 was -- I knew I was going under in the other with
17 the -- the way everything was headed.

18 Q. And you could make upgrades? Like you
19 testified earlier, you upgraded one to tier 4 to
20 make more money. Right?

21 A. Yeah. That's the only way to get a
22 raise with Perdue. I mean, it's like, literally,
23 twelve years I grew that I never got a regular
24 raise.

25 Q. If you had upgrades to your house in a

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1 THE WITNESS: I didn't say that.

2 BY MS. SANTEN:

3 Q. I'm asking.

4 A. I didn't -- I don't -- I mean, if I
5 didn't do any work, of course they are going to
6 suffer. But I don't control the type birds I get.
7 They have Ross Cobb and Cobb birds, C-O-B-B. They
8 have different kind of birds. One bird likes more
9 air than the other.

10 And they didn't tell you what you was
11 getting so you had -- you just had to try to figure
12 it out.

13 You had -- they controlled everything
14 inside your controller, how much wind speed, how
15 much -- there is on the wall of every chicken house
16 I saw they had regulations and rules of how much
17 wind speed the birds get, how much they didn't get,
18 to -- I mean, everything was controlled.
19 Everything. You controlled very little because -- I
20 mean, how much water consumption, how high the water
21 bubble was. How much water is given to the birds,
22 they control that.

23 Q. How do people -- how do people make more
24 in the tournament system if Perdue controls
25 everything?

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1 Q. Were the -- were your two farms or just
2 one ultimately foreclosed on by the bank?

3 A. It's my understanding, my youngest son
4 still has the other farm. But I bankrupt against --
5 had to bankrupt against both. Both farms was my
6 understanding, and I had to do it.

7 Q. Okay. And when you say you had to
8 bankrupt against both farms, what do you mean?

9 A. That's what the lawyer said.

10 Q. Okay. Why did you file for bankruptcy?

11 A. Because Perdue cut me off. I couldn't
12 grow any more birds.

13 Q. Do you believe that your properties were
14 foreclosed on because Perdue cut you off?

15 A. Yeah. I mean, if they would have
16 allowed me to keep growing I could have continued to
17 make payments.

18 Q. What have you done since you stopped
19 your relationship with Perdue?

20 A. Basically, I found that I had congestive
21 heart failure and I no longer -- basically, I just
22 get Social Security now. I'm 66.

23 Q. Do you recall ever seeing this document
24 that we have marked as Exhibit 20?

25 MS. VAUGHN: Counsel, it looks like it's

1 they tell you about how the relationship would work?

2 A. As in -- what do you mean
3 "relationship"?

4 Q. What did they explain to you about how
5 it would work? Did they explain you would be an
6 independent contractor?

7 A. No. They basically told me that they
8 would come out and show us everything to do; what to
9 do, how to do it. And we had to abide by the rules
10 that they had.

11 And whenever we were -- you know, we
12 would -- you know, if something happened, you know,
13 you get written up. And if you didn't comply,
14 basically, you got cut off. Of course that wasn't
15 my case, but --

16 Q. So it's your testimony that they told
17 you that at the very beginning of the relationship?

18 A. Yeah. That was -- that was -- I mean,
19 they were up front with telling us, you know, we had
20 everything -- you know, we had to follow the
21 guidelines and, you know, everything they said for
22 daily working the birds and everything, yeah.

23 Q. Okay. What else did they tell you when
24 you sat down and first discussed how things would
25 work?